

TABC employee disciplinary procedures

SB 914 by Armbrister (Yarbrough)

- DIGEST:** SB 914 would have prohibited the Texas Alcoholic Beverage Commission (TABC) from taking disciplinary action against a commission officer or employee who was paid less than the amount set for step 1, salary group 21, without just cause or without providing due process. Officers and employees would have been entitled to internal appeals of disciplinary actions and to back pay if they won on appeal. TABC would have been required to adopt rules establishing procedures for internal appeals.
- GOVERNOR'S REASON FOR VETO:** "Senate Bill 914 would virtually eliminate the at-will doctrine of employment as applied to the Texas Alcoholic Beverage Commission. The bill would grant all TABC employees, except for those in senior management, a due process property interest in their employment positions. The TABC already has internal policies that allow procedural review of adverse employment actions."
- RESPONSE:** Rep. Ken Yarbrough, the House sponsor of SB 914, said: "What we were asking for in SB 914 was for TABC employees to have the same type of program that DPS [Department of Public Safety] employees have under current law."
- Sen. Ken Armbrister, the author of the bill, was unavailable for comment.
- NOTES:** SB 914 passed the House on the Local and Consent Calendar and was not analyzed in a *Daily Floor Report*.